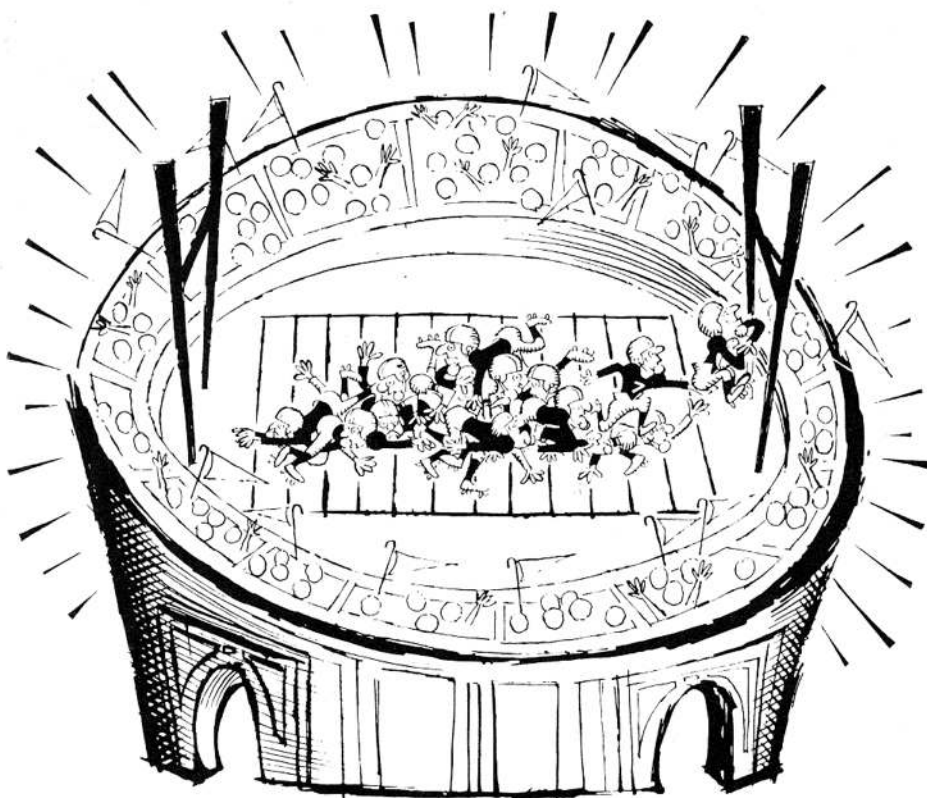


## HAPPY NEW YEAR!



Christmas at Paducah. . . Page 7

### In this issue. . .

A special report on the financial status of various Union Carbide Plans is found on pages 4 and 5 of this issue. These data are published annually as required under the Employee Retirement Income Security Act of 1974.

Other features:

Dr. Lincoln ..... Page 2  
Question Box..... Page 8

## Tax base for Social Security goes to \$25,900 for new year

Social Security (FICA) taxes are going up again! The base is, at least. The rate remains the same (6.13%) but the maximum earnings base for 1980 is increasing from \$22,900 to \$25,900. This makes the maximum deduction rise from \$1,403.77 to \$1,587.67.

Social Security taxes have climbed from one percent on a taxable wage base of \$3,000 when the plan first began, to the present 6.13 on a wage base of \$25,900!

The accompanying table shows the history of changes. Note that the tax rate from 1966 to the present includes both FICA tax and Medicare tax rates. The figures are combined to save space.

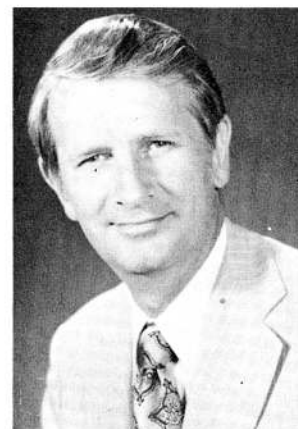
### CHANGES IN SOCIAL SECURITY TAXES THROUGH 1980

Year	Tax Rate	Wage Base	Employee Tax	Employer Tax	Total Tax
1937-49	1.0%	\$3,000	\$30.00	\$30.00	\$60.00
1950	1.5%	3,000	45.00	45.00	90.00
1951-53	1.5%	3,600	54.00	54.00	108.00
1954	2.0%	3,600	72.00	72.00	144.00
1955-56	2.0%	4,200	84.00	84.00	168.00
1957-58	2.25%	4,200	94.50	94.50	189.00
1959	2.5%	4,800	120.00	120.00	240.00
1960-61	3.0%	4,800	144.00	144.00	288.00
1962	3.125%	4,800	150.00	150.00	300.00
1963-65	3.625%	4,800	174.00	174.00	348.00
1966	4.2%	6,600	277.20	277.20	554.40
1967	4.4%	6,600	290.40	290.40	580.80
1968	4.4%	7,800	343.20	343.20	686.40
1969-70	4.8%	7,800	374.40	374.40	748.80
1971	5.2%	7,800	405.60	405.60	811.20
1972	5.2%	9,000	468.00	468.00	936.00
1973	5.85%	10,800	631.80	631.80	1,263.60
1974	5.85%	13,200	772.20	772.20	1,544.40
1975	5.85%	14,100	824.85	824.85	1,649.70
1976	5.85%	15,300	895.05	895.05	1,790.10
1977	5.85%	16,500	965.25	965.25	1,930.50
1978	6.05%	17,700	1,070.85	1,070.85	2,141.70
1979	6.13%	22,900	1,403.77	1,403.77	2,807.54
1980	6.13%	25,900	1,587.67	1,587.67	3,175.34

## Corporate world of Union Carbide. . .



MacLeod



Pyle



Tomfohrde

The election of three new corporate vice presidents—Arthur C. MacLeod, Robert E. Pyle and Heinn F. Tomfohrde III—has been announced

by William S. Sneath, chairman of the board of Union Carbide Corporation. The elections were effective December 1.

## Supplemental life insurance payments waived

Premiums for the Supplemental Life Insurance are set at levels which will cover the expected claims. However, claims continue to be less than expected. Therefore, premiums will be suspended for the first four months of 1980.

Those who are participating in the plan on December 31, including early retirees, will not have a monthly premium payment until May 1980.

For hourly paid employees, this means there will be no charge for the coverages during the first 17 weeks of 1980. For salaried employees, there will be no charge for the months of January, February, March and April.

MacLeod will be responsible for Health, Safety and Environmental Affairs; the Purchasing and Materials Services Department; Corporate Distribution; and Energy and Transportation Policy — Energy, Supply and Services. He will report to Richard J. Hughes, senior vice-president.

Pyle will be responsible for Silicones and Urethane Intermediates; Coatings Materials; Solvents and Intermediates; and Specialty Chemicals and Plastics, reporting to Elio E. Tarika, senior vice president.

Tomfohrde will be responsible for Engineering and Hydrocarbons; Ethylene Oxide/Glycol; Ethylene Oxide Derivatives; and Polyolefins, also reporting to Tarika.



# retirements. . .



**Luther Hooks**  
Operations  
ORGDP  
27 years service



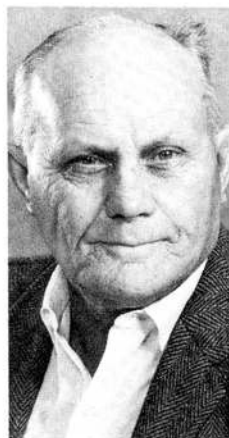
**Doras A. Robinson**  
Operations  
ORGDP  
35 years service



**Oleta J. Carden**  
Computer Sciences  
ORGDP  
34 years service



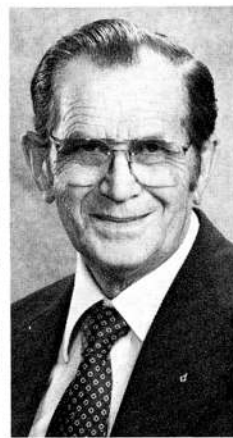
**Edward C. Witt**  
Quality Assurance  
ORGDP  
35 years service



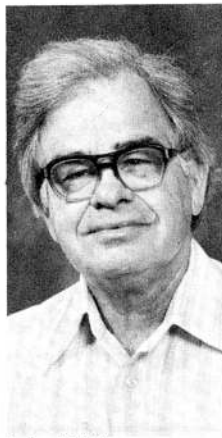
**Paul B. Proffitt**  
Heavy Equipment  
Maintenance, Y-12  
33 years service



**Ralph O. Payne**  
Chemical Technology  
ORNL  
31 years service



**Arthur R. Melton**  
Maintenance  
Y-12  
27 years service



**John W. Krewson**  
Instrumentation and  
Controls  
ORNL  
24 years service



**William T. Hazelwood**  
Plant and Equipment  
ORNL  
25 years service



**John V. Wilson**  
Engineering Technology  
ORNL  
17 years service



**Donald E. Horner**  
Chemical Technology  
ORNL  
28 years service



**Vaughan S. Throop**  
Plant and Equipment  
ORNL  
25 years service



**Joe D. Culver**  
Instrumentation and  
Controls  
ORNL  
20 years service



**Cresson H. Kearny**  
Energy  
ORNL  
14 years service



**David L. Clark**  
Engineering Technology  
ORNL  
25 years service



**Alonzo R. Huffstetler**  
Plant and Equipment  
ORNL  
21 years service

## Walking vs Jogging Each has its advantages

by T. A. Lincoln, M.D.

(Editor's Note: Dr. Lincoln alternates his regular column with "The Medicine Chest," where he answers questions from employees concerning health in general. Questions are handled in strict confidence, as they are handled in our Question Box. Just address your question to "Medicine Chest," NUCLEAR DIVISION NEWS, Building 9704-2, Stop 21, Y-12, or call the news editor in your plant, and give him or her your question on the telephone.)



Walking and jogging probably meet somewhat different personal needs. Both are excellent forms of exercise for men and women. Jogging requires considerable personal discipline to achieve the psychological and physical benefits associated with it. Many people try it, but only a modest number really stick to it. Although health is frequently the main reason for enduring heat, cold, rain, wind, sweat, sore muscles and aching joints, the principal benefit is a sense of achievement, physical well-being and composure. Many joggers probably are oriented to believe that personal suffering relieves guilt and leads to a reward. Also, many have a need to be alone - to escape.

*From a safety standpoint, walking is probably much safer.*

Regular walking probably meets many of the same needs as jogging but not quite as efficiently. The investment of energy and discipline is not as great. The amount of time required, however, can be considerably more, and that may be an important reason why some jog rather than walk.

From a safety standpoint, walking is probably much safer. A few people have died suddenly during or after jogging. Since walking is not considered by most people to be a serious physical stress, heart attacks that occurred while the victim was walking are seldom reported.

*Some had definite warning signs, such as stomach discomfort and shortness of breath.*

Last September, Dr. Paul Thompson and his associates at Stanford University reported a study of 17 men and 1 woman who died during or immediately after jogging and whose bodies had been subjected to an autopsy. Thirteen of the men died of coronary heart disease. The others died from other causes. All but two had jogged regularly for several years or more. Six of the thirteen had definite warning signs, such as stomach discomfort, shortness of breath, unusual fatigue and decline in endurance, but none had stopped their exercise program.

Three of the men had normal exercise stress tests within two years of their jogging deaths.

Walking a mile in 12 minutes burns almost as many calories as running a mile in 9 or 10 minutes. Rapid walking can be quite stressful. Walking rapidly up a modest hill can accelerate the heart rate to the equivalent of running on level ground.

*Walking is less stressful on the joints than jogging.*

If men or women are walking to condition their hearts, they should eventually plan to reach at least 60 percent of their predicted maximum heart rate for their age. It can be estimated roughly by subtracting one's age from 220. It is fairly easy to count one's pulse while walking. If one is 45 years of age, 60 percent of 175 is only 105, which is easily maintained with only moderately brisk walking.

Walking is less stressful on the joints than jogging. However, foot discomfort still frequently occurs with people who aren't smart enough to get good walking shoes. A modest heel is a must.

*The secret is to begin slowly and exercise every day.*

Walking three to five miles a day at approximately four miles per hour is a reasonably good fitness routine. Although that speed may interfere with comfortable conversation for the unconditioned walker, most people should eventually be able to converse fairly easily with a fellow walker at that pace.

Whether walking or jogging, one must be alert to symptoms brought on by the exertion, particularly if they are related to the chest and abdomen and subside when the pace is slackened. Long-term endurance training does not guarantee that a person will not suffer a heart attack. Exercise has many benefits to the cardiovascular system, but it is not without some risks.

The secret is to begin slowly, gradually increasing the speed, and exercise every day if possible. When symptoms occur, promptly seek the advice of your physician.



# 'Know-how' makes big difference in winter driving

When it comes to getting your car ready for winter, "know-how" makes the big difference—your know-how and that of a dependable mechanic.

As one example of winter "know-how," remember that December is cooler days and colder nights bring more driving with the windows closed. Therefore, motorists should get an exhaust system check-up now to protect themselves, their families and their passengers from the possibility of carbon monoxide seeping into the car.

This is the kind of check that should be made by a competent mechanic. Other kinds of fanbelt-to-tailpipe winterizing checks are also recommended. These are endorsed by the National Safety Council's Committee on Winter Driving Hazards.

**BRAKES**—You need equal braking on all wheels to avoid a skid on slick roads. Have brakes checked. Reline if necessary.

**TIRES**—Good tires with good treads are important all year long, but especially so on snowy and icy pavements. Snow tires provide additional pulling power in loosely packed snow. Studded tires (in states where their use is permitted) improve both stopping and pulling ability on ice.

**TUNE-UP**—Important for dependable starts on cold mornings. Also erratic engine behavior can cause skidding or wheel-spins on winter slick roads.

In addition to timing and plugs, have the mechanic check your battery and the entire electrical and heater-defroster systems. Antifreeze and windshield washer fluid must offer adequate protection for the coldest temperatures you'll encounter.

**VISIBILITY ITEMS**—Replace dead or cracked windshield wiper blades. If wipers streak in rain, they can't do a good job when they must clean snow or sleet from a cold windshield.

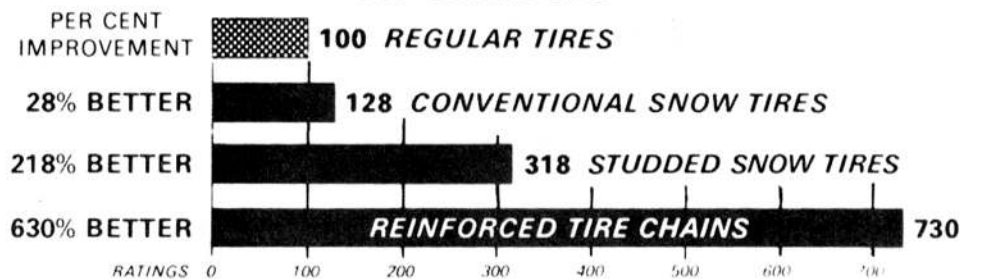
Be sure all vehicle lights are working and that lenses are kept clean. Good lighting is critical when winter weather reduces visibility and increases stopping distance.

**EMERGENCY EQUIPMENT**—Safety gear in your trunk should include: booster cables; steel link tire chains in good repair; sand, rock salt and a traction mat; a shovel; safety flares or reflectors; a tow chain, cable or strap; extra windshield washer solvent; a window scraper and paper towels; heavy gloves and extra winter clothing.

This kind of winterizing is the best way to take steps now to avoid winter's crippling blasts.



## STARTING & PULLING ABILITY ON GLARE ICE



## Heavy rainfall could close 95

The Department of Energy has acted recently to lower the level of White Oak Lake on the Oak Ridge Reservation and to place a five-ton load limit on traffic across White Oak Dam (part of State Highway 95) while a further assessment is made of repairs to the dam believed to be necessary. DOE also has indicated its plans, in the event of heavy rainfall, to close the highway to all traffic.

Since a temporary closing of this route would affect a substantial number of Nuclear Division employees who normally travel to and from work via the Melton Hill exit on I-40 and Tennessee 95, this advance notice is provided of the possibility of the road being closed during periods of heavy rainfall. Should such a closing be necessary, the earliest possible advance announcement will be made to employees at all three plants.

## wanted. . .



### ORNL

**CAR POOL MEMBER** from Norwood/Almart area, North Knoxville, to any portal, 8-4:30. Jim Burgess, plant phone 4-6452, home phone 689-3616.

**VAN POOL RIDERS** from West Knoxville to any portal, 8-4:30. Mike Caldwell, plant phone 4-4885, home phone 691-4194.

**JOIN or FORM CAR POOL** from Hartland Estates to East or South Portal, straight day. Andy, plant phone 4-5677.

### ORGDP

**RIDE** from lower Pennsylvania Avenue, Oak Ridge, to Portal 5, straight day. Ben C. Owen, plant phone 4-9037, PAX 540, home phone Oak Ridge 483-7362.

## Avoiding 'frozen' doors on automobile

What do you do when your car door locks are frozen?

Your first thought may be to yank harder on the door handle or bang on it with a hammer or chunk of wood. The only thing you're going to knock loose is the door handle and the cost will be another handle.

Door-lock freezing is caused by moisture seeping into the tumbler of the locks.

A handy, temporary measure is to heat the key with a match or lighter and insert it into the lock. The key need not be too hot to touch—just hot enough to melt the ice in the tumblers.

For a permanent solution, when the weather is not freezing, get a can of lock lubricant, available at most automotive retail stores. Either graphite or a silicone product will do.

## about people. . .



McLendon



Kobisk

**Jack D. McLendon**, Radiation Safety superintendent in Y-12, has an Achievement Award from the American Nuclear Society's Nuclear Criticality Safety Division. The citation reads: "In recognition of 14 years of dedicated and inspiring leadership as chairman of the highly prolific ANS Standards Committee Eight, which develops standards in the field of nuclear criticality safety, for his endeavors as a member of the first executive committee of the Technical Group for Nuclear Criticality Safety and for his continuing service to the division."

McLendon has a BS in chemistry from Howard College (now Sanford University) in Birmingham. He is a member of the American Nuclear Society and the Health Physics Society. He has been in criticality experiments since the early days of the Manhattan Project. He is a 36-year Carbide veteran.

**Edward H. Kobisk**, Isotope Research Materials Laboratory in the Solid State Division ORNL, is the newly elected president of the International Nuclear Target Development Society. Kobisk will serve through October 1980.

Kobisk joined the staff of the Nuclear Division in 1951 as a chemist at the ORGDP after receiving the BS degree from the University of Illinois and the MS in physical chemistry from the Illinois Institute of Technology. He also holds an MS degree in industrial management from the University of Tennessee.

Since 1962 he has been involved in isotopes programs as group leader of the target preparations function. In addition, he has directed programs in cermet fixation of high-level radio-active wastes and the separation of tritium (a radioisotope of hydrogen) from aqueous effluents. He also has had responsibility on behalf of the Laboratory and the Nuclear Division's Central Employment Office for the recruitment of new technical graduates.

Kobisk and his wife, Dolly live at 217 Saint Andrews Drive, Concord.

## Savings Plan-Personal Investment Account

	Fixed Income Fund	UCC Stock	Equity Investment Fund
December 76	13.0553	59.2723	8.8166
December 77	14.2017	40.9096	8.0427
September 79	16.5240	43.1458	9.8398
October 79	16.6451	40.7645	9.4576
November 79	16.7742	39.4002	9.8116

Note: Fixed Income Fund unit values reflect interest additions to achieve the guaranteed effective annual interest rate of 9.1% for 1979. Union Carbide stock values are the average cost of stock purchased during the month. Equity Investment Fund unit values represent the month-end market value of securities held by the Fund. The price of each unit is determined by dividing the total value of the securities by the number of units in the Fund.



## New coordinator named at ORGDP



Young

Kathy L. Young has been named employment and personnel coordinator in the Separation Systems Division at ORGDP.

A native of Montgomery, Ala., she attended Knoxville College, Knoxville Business College and is now attending the University of Tennessee. She joined Union Carbide in 1972 after working as an accounting clerk for Electric Credit Corporation.

She lives at 3745 Catalpa Avenue, Knoxville, with her daughter, Dartrice.

## Red Cross cites Paducah Plant

The Paducah Plant recently was given an award for participation in the McCracken County Red Cross Blood Program. The plant exceeded the yearly goal of 1,000 pints by donating 1,029 pints in 1979.

Over 75 employees at the plant have donated one gallon or more blood to the blood center and several have donated more than 30 pints. Included in that group are E. J. Bazzell, 34 pints; G. L. Chapman, 74 pints; S. R. Lewis, 38 pints; J. S. Lyell, 34 pints; and D. K. Smith, 50 pints.

Anyone interested in making a blood donation may do so by contacting the blood campaign committee member in his/her division. Committee members are Jan Dew, Power, Utilities and Chemicals; Janet Matlock, Plant Engineering; Ophelia Oliver, Finance and Materials and Purchasing; Georgetta Riddle, Technical Services; Charlene Riley, Employee Relations; Dean Tate, Cascade Operations and Shift Superintendents; and Lavon Pease, Fabrication and Maintenance and chairman of the plant's blood donation program.

## Retirees meet at Paducah

Union Carbide Retirees Association at Paducah met December 3 at the Jackson Purchase Rural Electric Corporation Coop Building.

Serving on the nominating committee for new officers are Ted Cole, Charlie Dallas and J. M. Cloys.

After the pot luck dinner, Judge Lloyd Emery II spoke on the judicial system in this country.

A total of 64 members attended the Christmas party.

January's meeting is set for the 4th at 7 p.m. at the McCracken County Court House.

# ABOUT BENEFITS

The reports in this special section summarize the financial status of various Union Carbide Benefit Plans on December 31, 1978. They are prepared in accordance with instructions from the U.S. Department of Labor and are required by the Employee Retirement Income Security Act of 1974 (ERISA).

## RETIREMENT PROGRAM FOR EMPLOYEES OF UNION CARBIDE CORPORATION— NUCLEAR DIVISION

This is a summary of the annual report for the Retirement Program (EIN13-1421730) for the year 1978. The annual report has been filed with the Internal Revenue Service, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

### Basic Financial Statement

Benefits under the plan are provided by a Trust and/or Annuity Contracts. Plan expenses were \$29,443,547. These expenses included -0- in administrative expenses and \$29,443,547 in benefits paid to participants and beneficiaries. A total of 25,096 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$397,429,804 as of December 31, 1978, compared to \$339,315,924 as of January 1, 1978. During the plan year the plan experienced an increase in its net assets of \$58,113,880. This increase included unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the price the plan originally paid for those assets. The plan had total income of \$87,557,427, including employer contributions of \$44,655,539, and gains of \$31,167,128 from the sale of assets.

The plan has contracts with The Metropolitan Life Insurance Company and The Prudential Insurance Company of America which allocate funds toward group annuities. The total premiums paid for the plan year ending December 31 were \$29,443,547.

### Minimum Funding Standards

An Actuary's statement shows that enough money was contributed to the plan to keep it funded in accordance with the minimum funding standards of ERISA.

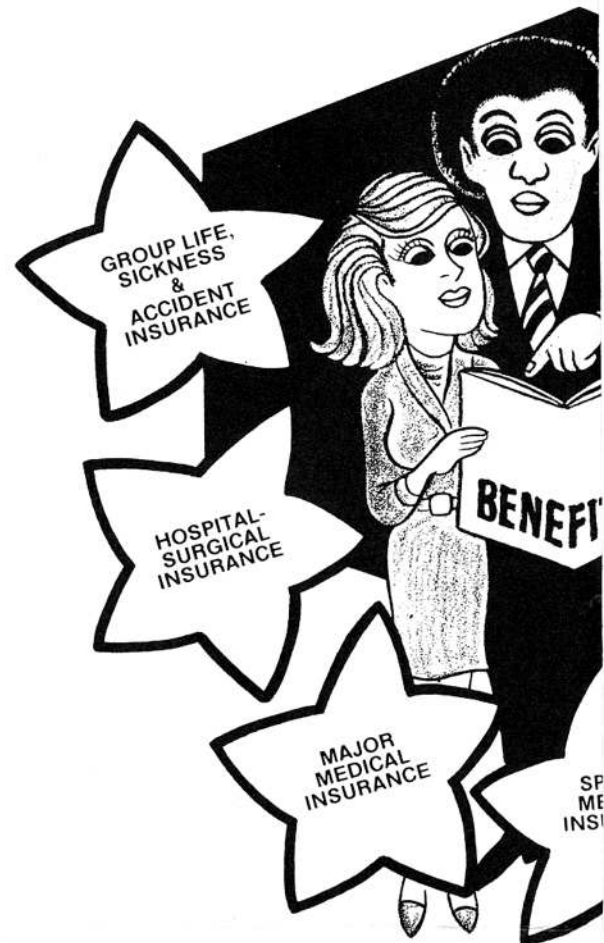
## Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. an accountant's report;
2. assets held for investment;
3. leases in default;
4. insurance information including sales commissions paid by insurance carriers; and
5. actuarial information regarding the funding of the plan.

## SAVINGS PLAN

The financial status of the Savings Plan and Group Life Insurance information appeared in the October issue of *Carbide World*. It is not contained in the data on this page.



## IF YOU DESIRE MORE DE

To obtain a copy of these full annual reports, or any part thereof, write: The Benefit Plans Administrator, Union Carbide Corporation, 4th Floor, 270 Park Avenue, New York, New York 10017. The charge to cover copying costs will be \$4.50 for the full annual report for the Retirement Program or 10 cents per page for any part thereof.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be

## NUCLEAR DIVISION NEWS

UNION CARBIDE CORPORATION  
NUCLEAR DIVISION  
Post Office Box Y  
Oak Ridge, Tenn. 37830

### EDITOR

James A. Young, 574-1643

### ORNL

Cindy Ross Lundy, 574-4163

# TS AT CARBIDE

## SUMMARY ANNUAL REPORT— 1978 INSURANCE PLANS

These are the Summary Annual Reports of the Insurance Plans listed below. The complete annual reports have been filed with the Internal Revenue Service, as required under the Employee Retirement Income Security Act of 1974 (ERISA). The plans have contracts with the insurance carriers shown to pay all claims incurred under the terms of the plans. The plans are "experience rated" contracts so the premium costs are affected by, among other things, the number and size of claims.

Plan Name	Total Premiums Paid	Total Benefits Paid
Hospital-Surgical Insurance for Employees of UCC Nuclear Division	\$13,356,739	\$11,908,618
Major Medical Insurance for Salaried Employees of UCC Nuclear Division	\$1,971,982	\$1,761,116
Special Medical Insurance for Hourly Employees of UCC Nuclear Division	\$1,074,257	\$1,192,635

The Employer Identification Number (EIN) for all plans is: 13-1421730.

You have the right to receive a copy of the full annual report, or any part thereof, on request. The report includes insurance information including sales commissions (if any) paid by insurance carriers.



### IF YOU DESIRE MORE DETAILED INFORMATION...

To obtain a copy of the full annual report, or any part thereof, write to: The Plans Administrator, Union Carbide Corporation, 4th Floor, 270 Park Avenue, New York, New York 10017. The charge to cover copying costs will be 10¢ per page for any part thereof. The cost of each of the full reports is eighty cents.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be

included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan, 270 Park Avenue, 4th Floor, New York, New York 10017, and at the U.S. Department of Labor in Washington, D.C. or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to Public Disclosure Room, N4677, Pension and Welfare Benefit Programs, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20216.

## anniversaries. . .

### Y-12 PLANT

35 YEARS

Myrtle S. Leach, Chemical Services; Lou E. Goley, Building Services; and D. C. Wolfenbarger, Stores Department.

30 YEARS

Jesse J. Cox, General Shops; Alvin E. Hendrickson, Dispatching; and Samuel C. Simmons, General Shops.

25 YEARS

William S. Everett Jr., Lafayette E. Pate, William C. Fraley, Bert Searles and Robert E. Dripps.

20 YEARS

Roscoe W. Fields, Raymond B. Russell, James E. Batch, Jerry D. Culberson and Hershel B. Stevens.

### PADUCAH

35 YEARS

Richard C. Baker, Technical Services; and Ralph H. Vaughn, Fabrication and Maintenance.

20 YEARS

Challie B. Freeman.

### ORGDP

35 YEARS

Ernest H. Smith, Maintenance Division; George W. Harris Jr., Separation Systems; Henry A. Bostic, Maintenance Division; Thelma C. Trusley, Technical Services; John M. Matlock, Barrier Manufacturing; John N. Nones, Maintenance Division; Fred R. Sanders, Maintenance Division; Guy Turner, Operations Division; James E. Rogers, Barrier Manufacturing; William H. Guy, Maintenance Division; Douglas B. Janney, Engineering; and Agnes W. Gose, Computer Sciences.

30 YEARS

William H. Harber, Enrichment Technology.

25 YEARS

John S. Francis, Alexander P. Bass Jr. and Charles H. Burgage.

20 YEARS

Dardeen T. Lovelace.

### ORNL

35 YEARS

James F. Lockmiller, Chemical Technology.

30 YEARS

J. B. Flynn, Metals and Ceramics.

25 YEARS

Homer E. Harmon, W. J. Mason, Jack P. Young, Resilotte Lisser and Ralph G. Shooster.

20 YEARS

Clyde D. Martin Jr., Frank F. Dyer and Jesse E. Hair Jr.

### TAILED INFORMATION...

included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan 270 Park Avenue, 4th Floor, New York, New York 10017, and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, N4677, Pension and Welfare Benefit Programs, Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20216.



Member,  
INTERNATIONAL  
ASSOCIATION  
OF BUSINESS  
COMMUNICATORS

#### ORGDP

Kathy Coleman, 574-9218.

#### PADUCAH

Darlene Mazzone, Bell 208



# recreationotes. . .

## Bowling League standings. . .

### Y-12 Classic. . .

The Ridgers have a three point advantage in the Classic League over the Splinters. Weekly highs were awarded to the King Pins for a 1088 game; 3023 series. Joe Morgan, Ridgers, rolled a 252 high game. Dave Medovich, Cubs, rolled a 698 high series.

### UCC Mixed. . .

The Go-Getters have a four-and-one-half-point lead over the Safe Guards in the Mixed League. Weekly scratch awards were won by Al Adams for high series of 523. Alice Rogers rolled a 215 game. For the men, Frank Adams did it again with a 234/629 series.

### K-25 Tuesday. . .

The Fearless 5 took their lead back from the All Stars in the Tuesday Men's League. B. M. White, Shifters, took high game of 216/251 and high handicap series of 687. D. R. Kessell, All Stars, had a 599 high scratch series.

### ORGDP Women's

The Payoffs have a commanding lead now over the Hi-Rollers in the ORGDP Women's League. The Bowling Aces dropped into third position. Sue Davis was bowler of the week rolling a 234-211-228=674 handicap series.

### ORNL A. . .

The Dynamics have a 9.3-point lead again this week over the Zots in the "A" league. Weekly highs went to the Dynamics for high handicap series of 3010. Livesey, of the Half Frames, won high handicap series of 647. Rigopolos, of the Gutterfinks, had a 248 high handicap game. P. Davis, ORAU, took high scratch game with a 218.

### ORNL C. . .

The Alley Rads still hold their lead in the "C" League, but the Remkeys are closing in fast. The Remkeys won high team handicap series rolling a 2908. Carpenter, of the Timberwolves, rolled a 647 handicap series. McCarty, of the Alley Rads, won high handicap game of 268. Ray Walker, of the Remkeys, rolled a 220 to win the weekly high scratch game.

### UCC Monday. . .

Charlie's Angels have a 5-point lead over Free Spirit with the Roadrunners 6 points behind. Good Luck 4 got high handicap game with 863 and Four Eagles got handicap series with 2391. High handicap individual honors go to Jewell Ellis — 650 series and Penny Jessen — 243 game. Vivian Varner got the high scratch game for women with a 210.

## Paducah names fishing winners

The Paducah Plant has announced winners in the annual fishing contest in six categories.  
The winners are:

Rough Fish	
H. J. Pottinger	12 lbs. 12 oz.
James Sheppard	10 lbs. 8 oz.
J. D. Turner	5 lbs. 9 oz.
Al Pendergass	5 lbs. 2 oz.
Ronnie Gentry	5 lbs.
Bream	
J. D. Turner	8 oz.
Darian Turner	8 oz.
Jeff Turner	8 oz.
Bass	
C. D. Bell	6 lbs. 15 oz.
David Thompson	5 lbs. 13 oz.
H. J. Pottinger	5 lbs. 2 oz.
D. L. Pottinger	5 lbs.
Other Game Fish	
Bobby Leidecker	2 lbs. 8 oz.
Ronnie Gentry	2 lbs.
H. J. Pottinger	1 lb. 12 oz.
Dorothy Pottinger	1 lb. 6 oz.
Catfish	
DeWayne Allen	30 lbs. 4 oz.
Dorothy Pottinger	18 lbs.
J. D. Turner	5 lbs. 3 oz.
H. J. Pottinger	3 lbs. 8 oz.
Spoonbill	
H. J. Pottinger	10 lbs.

## wanted. . .



Y-12

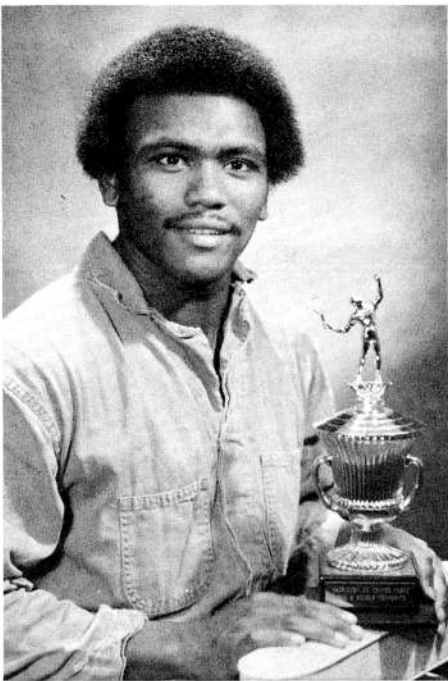
RIDE from Norris area to Pine Ridge Portal, 7:30 to 4. Janet Stooksbury, plant phone 6-4599, home phone 494-7536.

JOIN or FORM CAR POOL from Clinton or Claxton to West or North Portal, 8-4:30 John G. Smith, plant phone 4-4718, home phone 457-5847.

RIDE from 3500 Sutherland Avenue, Knoxville, or surrounding area, to North or Central Portal, straight day. Betsy Knight, plant phone 6-4609.

RIDE from Ball Road, West Knox County, D. Shift, to Portal 5. Jack McKinney, plant phone 4-1301, home phone Knoxville 690-1888.

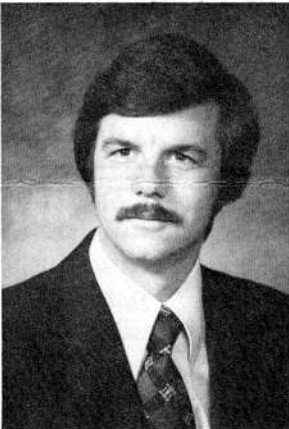
RIDE from Married Student Apartments area, Sutherland Avenue, West Knoxville, to Biology Portal, 8-4:30. Bill, plant phone 4-0687, home phone 588-1198.



Charles Welch, Paducah's Fabrication and Maintenance Division, captured the 1979 McCracken County Tennis Association's Class B singles after four successive wins to reach the finals. Welch, who has been playing for about three years, beat the top contender in the intermediate class 6-4, 4-6, 6-4.

He joined Union Carbide in 1973 in the plant's FIT program. He lives on Blankenship Drive, Paducah.

## about people



Schaffhauser



Cathcart

John V. Cathcart, Anthony C. Schaffhauser, and James O. Stiegler, Metals and Ceramics Division at ORNL, have been elected fellows of the American Society for Metals.

Cathcart, group leader for surface reactions, was honored for advancement of materials science and technology through creative research on surface reactions of metals and alloys at elevated temperatures. He was cited particularly for definitive and interpretive work explaining the basic mechanisms of stress buildup during oxidation of materials.

A member of the Laboratory staff since 1951, Cathcart received the BS degree from Clemson University and the PhD from the University of Virginia. He played a key role in the Zirconiumwater oxidation kinetics program carried out for the Reactor Safety Research Division of the Nuclear Regulatory Commission. Cathcart and his wife, June, live in Knox County.

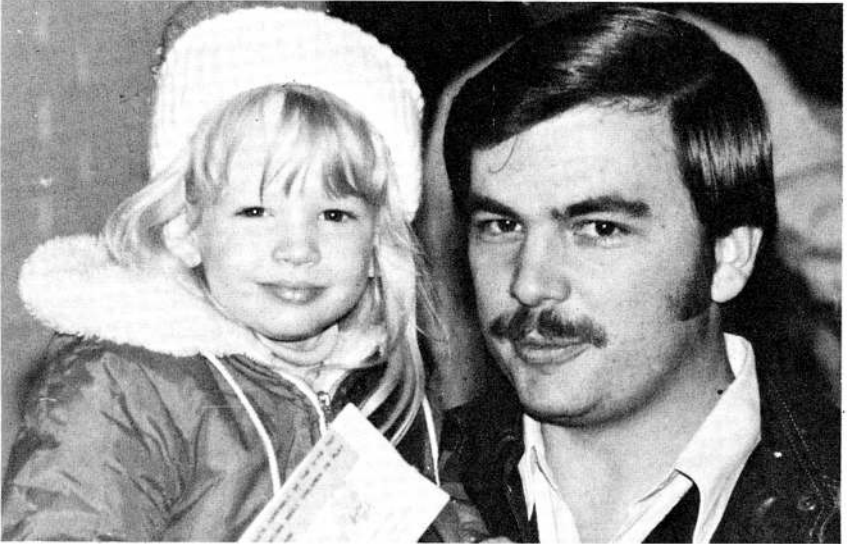
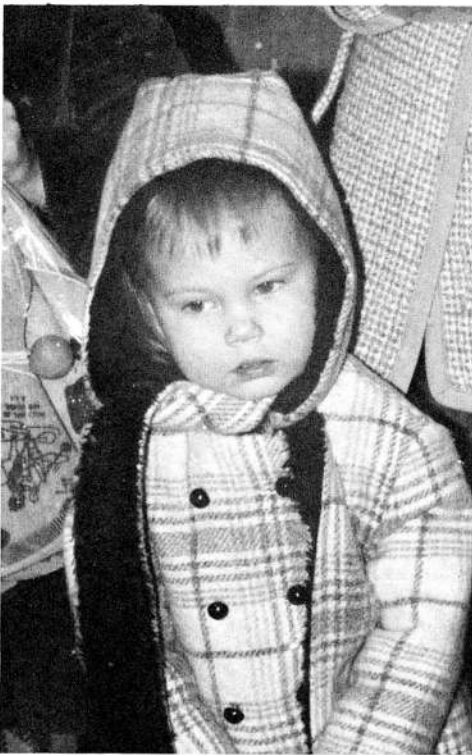
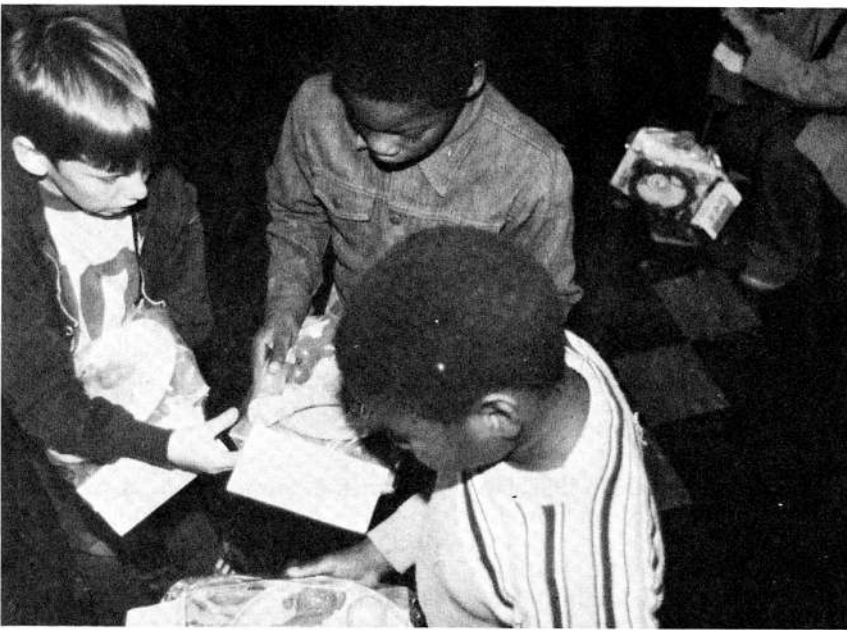
Schaffhauser, manager of conservation and advanced systems programs, was recognized for advancement of high-temperature materials technology. Among his significant contributions have been development of unique materials to improve the safety and reliability of space nuclear power systems for national defense and outer planetary exploration and advanced nuclear energy systems.

A graduate of the University of Illinois, Schaffhauser has performed research and managed high-temperature materials programs since joining Union Carbide in 1963. His contributions to space materials development and high performance alloys for energy systems have won several government and private awards including the IR-100 Award in 1979. He, his wife, Carole, and their three children live in Oak Ridge.

Stiegler, head of the materials science section, was recognized for significant original contributions to understanding high-temperature fracture and radiation effects in metals through applications of electron microscopy. Previously he was leader of the radiation effects and microstructural analysis group. He joined Union Carbide in 1956 after receiving the B.S. in metallurgical engineering from Purdue University. He holds the PhD from the University of Tennessee. Stiegler, his wife, Patricia, and their two sons live in Loudon County.



Faces at Paducah party





## question box. . .

If you have questions on company policy, write the Editor, **Nuclear Division News** (or telephone your question in, either to the editor, or to your plant contact). Space limitations may require some editing, but pertinent subject matter will not be omitted. Your name will not be used, and you will be given a personal answer if you so desire.

### Secretarial ratings

**QUESTION:** Is it the policy of Union Carbide to rate the secretary according to the position of her boss? For instance, a secretary who has been an employee several years and has always been given excellent appraisals cannot be a level 5 (senior secretary) unless her boss is a division director. It doesn't seem fair to hold her back simply because she does not work for a division director. There just aren't enough to employ the secretaries who are capable of being on level 5.

**ANSWER:** All nonexempt positions, including secretaries, are formally evaluated by use of the Hay Plan based on know-how, problem solving and accountability. Secretarial positions higher in the organization structure generally have correspondingly higher responsibilities related to the position of the supervisor.

It is common in any large organization to have employees qualified to move up to higher level jobs. This applies to professionals or managers who are ready for a division manager's/director's job as well as to secretaries who are ready for a division manager's/director's secretary's job. However, until openings occur, these employees may not attain the higher positions.

Our salary program does provide for employees receiving superior or outstanding appraisals to be paid high in the rate range of their positions, even if higher level jobs are not available to them.

### Prescription glasses

**QUESTION:** Why does it take so long to get prescription safety glasses filled at ORNL? My order was placed in July and still has not been received. When I call Medical to ask about them I am referred to another number which is answered by a recording. The recording tells me to leave my name and number, but thus far no one has called me back. Thus, I cannot find out if the order for the glasses was ever placed.

**ANSWER:** The average time required for procuring prescription safety glasses from the vendor is the same at ORNL as at other Nuclear Division installations—approximately five weeks. Since October 1, prescription safety glasses are being obtained from a vendor and we are hopeful that the orders can be filled in about three weeks. In your case, something unusual must have occurred. In a few cases, lenses have been made incorrectly and had to be reordered. A check of records reveals that all orders placed in July by ORNL have been delivered. The intent of the answering service is to improve communications, but apparently this has not happened in your case. If your

call has not been returned and you have not received your glasses, call 4-7431 (which is not the answering service) for assistance.

### Vehicle shortages

**QUESTION:** How can the ORGDP management justify rationing gasoline so severely that, by the end of the month, the Maintenance Department has trouble making calls! At the same time, there are from 15 to 20 vehicles being used for personal transportation to and from Portal 7 specifically and probably other portals as well. These vehicles may be found parked all around Portal 7 in such great numbers as to provide a traffic hazard at times. These conditions exist from 4:30 p.m. until 8 a.m. Monday through Friday and from 4:30 p.m. Friday until 8 a.m. Monday.

**ANSWER:** A very recent survey of the ORGDP Portal 7 parking areas showed that the government vehicles parked there between 4:30 p.m. and 8 a.m. were exclusively those assigned to enter the plant at Portal 7, from which they must travel by vehicle to widely dispersed job sites throughout the plant.

### 'Salaried' opportunities

**QUESTION:** Weekly and hourly employees have continuing opportunity to upgrade their employment status by using the job opportunity and bidding systems. What is the company equivalence, if any, of the open job bid system for monthly employees? In other words, if a monthly employee had the desire to change jobs, how would he/she (1) become aware of any openings in the area of training; and (2) apply to be considered for a known job opening?

**ANSWER:** While we established a Job Opportunity System for nonexempt salaried employees, no such system exists at this time for exempt salaried employees. Formal discussions are held on a regular basis by top managers in the production group, the technical group, the Oak Ridge National Laboratory and the Nuclear Division to discuss possible movement and placement of exempt employees. We also have the technical directory at ORNL and informal discussions between other managers at all locations when vacancies develop.

If you wish to be considered for a known opening or for a particular kind of job should it develop, you should discuss this matter with your supervisor so that he/she can alert your division manager/director and the employee Relations Division, as you are aware, the Nuclear Division and the Corporation have a policy of filling vacancies from within. Your supervisor, through your division manager/director and the Employee Relations Division, is in the best position to help you in connection with a possible change of job assignment.

## division deaths. . .



Mr. Hughes



Mr. Lingar



Mr. Summers

**Charles E. Hughes**, a supervisor in Y-12 Stores Department, died December 16 in a Knoxville hospital.

A native of Corbin, Ky., Mr. Hughes joined Union Carbide in 1952 at ORNL, transferring to Y-12 in 1957. He was a veteran of the U.S. Air Force.

Survivors include his wife, Pauline Heatherly Hughes, 3733 Cherrylog Road, Knoxville; a son, Dwain; daughter, Terri Burgin; parents, Mr. and Mrs. Elmer Hughes; and a sister, Nancy Jones.

Funeral services were held at Highland Memorial Chapel with burial in Highland Memorial Cemetery.

**Wesley E. Lingar**, a development staff member in the ORNL Instrumentation and Controls Division, died December 4 at Oak Ridge Hospital after a traffic accident near Clinton.

Mr. Lingar, a 19-year ORNL employee, lived at 2933 Buffat Mill Road, Knoxville. He was a member of St. Luke's United Methodist Church.

Survivors include his wife, Betty M.; son, Steve, of Knoxville; mother, Helen, of Kingsport; and brother, Charles, also of Kingsport.

**James E. Summers Jr.**, a supervisor in Y-12's Maintenance Division, died in Oak Ridge December 17. A native of Virginia, Mr. Summers came to Y-12 in 1953 after working with a paper mill in Covington, Va. and serving in the U.S. Army.

Survivors include his wife, Wanda Willey Summers, 117 Columbia Drive, Oak Ridge; daughters, Susan Felker and Elizabeth Smith; his mother, Virginia Summers; brothers, John and George Summers; and two grandsons.

Services were held at the East Village Church of Christ with burial following in the Oak Ridge Memorial Park.

### Next issue. . .

The next issue will be dated January 10. The deadline is January 2.

## Safety Scoreboard

Time worked without a lost-time accident through December 19:

ORGDP.....	372 Days	11,853,181 Employee-Hours
ORNL .....	56 Days	1,346,648 Employee-Hours
Y-12 Plant.....	15 Days	427,000 Employee-Hours
Paducah .....	209 Days	2,251,000 Employee-Hours



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